

EXHIBIT MF-04

CONFIDENTIAL

From: Aubry McMahon <aubrymcmahon@gmail.com>
Sent: Tuesday, January 5, 2021 11:56 AM
To: Catherine Miolla - US <cmiolla@worldvision.org>
Subject: Quick Question

[External Sender]

Hey there,

I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!

Aubry



Aubry Atwood <aubrymcmahon@gmail.com>

Quick Question

9 messages

Aubry McMahon <aubrymcmahon@gmail.com>

Tue, Jan 5, 2021 at 1:55 PM

To: cmiolla@worldvision.org

Hey there,

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Aubry

Catherine Miolla - US <cmiolla@worldvision.org>

Tue, Jan 5, 2021 at 6:59 PM

To: Aubry McMahon <aubrymcmahon@gmail.com>

Hi Aubry,

Thank you for your email and questions. Do you have time tomorrow afternoon to discuss by phone? I have a few interviews scheduled, but could give you a call around 4pm EST if that would work for you?

Thanks!

Catherine

-----Original Message-----

From: Aubry McMahon <aubrymcmahon@gmail.com>

Sent: Tuesday, January 5, 2021 11:56 AM

To: Catherine Miolla - US <cmiolla@worldvision.org>

Subject: Quick Question

[External Sender]

Hey there,

I just have a quick question! My wife and I are expecting our first baby in March and I wanted to see if I would qualify for any time off for this since I'll be a new employee? I will be the one having the baby so I just wanted to check to see if any time would be allowed off. If not, no worries, thanks so much!

Aubry

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Catherine Miolla - US <cmiolla@worldvision.org>

Wed, Jan 6, 2021 at 7:14 PM

To: Aubry McMahon <aubrymcmahon@gmail.com>

Hi Aubry,

I don't believe I've heard back from you, so just wanted to check in again and see if you would be available for a call soon to discuss?

Thank you!

Catherine

[Quoted text hidden]

P0080

Aubry McMahon <aubrymcmahon@gmail.com>
To: Catherine Miolla - US <cmiolla@worldvision.org>

Wed, Jan 6, 2021 at 7:40 PM

Hey there, so sorry, I've been crazy busy with my sister getting married. That sounds great! I can talk on Friday at any point if you're available!

Sent from my iPhone

> On Jan 6, 2021, at 7:14 PM, Catherine Miolla - US <cmiolla@worldvision.org> wrote:

>

> Hi Aubry,

[Quoted text hidden]

Catherine Miolla - US <cmiolla@worldvision.org>
To: Aubry McMahon <aubrymcmahon@gmail.com>

Thu, Jan 7, 2021 at 10:53 AM

No problem Aubry! How about Friday at 1pm EST? If that works for you, I will give you a call at that time.

Thank you,

[Quoted text hidden]

Catherine Miolla - US <cmiolla@worldvision.org>
To: Aubry McMahon <aubrymcmahon@gmail.com>

Fri, Jan 8, 2021 at 10:59 AM

Hi Aubry,

Just wanted to check and make sure that 1pm EST works for me to give you a call today? If I don't hear from you, I'll try calling at that time.

[Quoted text hidden]

Aubry McMahon <aubrymcmahon@gmail.com>
To: Catherine Miolla - US <cmiolla@worldvision.org>

Fri, Jan 8, 2021 at 11:00 AM

That sounds great, thanks so much!

Sent from my iPhone

[Quoted text hidden]

Catherine Miolla - US <cmiolla@worldvision.org>
To: Aubry McMahon <aubrymcmahon@gmail.com>

Fri, Jan 8, 2021 at 5:00 PM

Aubry, since our communication on Tuesday, I've tried several times to get in touch with you to discuss a discrepancy in your interview responses. Since I have not heard back from you to resolve the discrepancy, I am rescinding the job offer that was extended to you on Monday January 4th.

I wish you all the best in your future endeavors.

[Quoted text hidden]

Aubry Atwood <aubrymcmahon@gmail.com>
To: Catherine Miolla - US <cmiolla@worldvision.org>

Fri, Jan 8, 2021 at 5:08 PM

Hey, I am so sorry I wasn't able to get ahold of you today. I am happy to reschedule the call if you are available. While I understand your decision, can I ask what the discrepancy in my interview responses was? I am a little confused and wanted to get some clarification. Thanks so much.

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